



**TAKE NOTICE THAT A SPECIAL CALLED MEETING
OF THE CIVIL SERVICE COMMISSION
OF THE CITY OF PHARR, TEXAS
WILL BE HELD AT CITY HALL, COMMISSIONERS' ROOM,
118 S. CAGE BLVD., 2ND FLOOR, PHARR, TEXAS
COMMENCING AT 8:30 AM ON
FRIDAY, MAY 5, 2023**

If during the course of the meeting, the Civil Service Commission should determine that a closed or executive session of the commission is required, then such closed or executive session or meeting is authorized by Section 551.071 to 551.084 of the Texas Government Code. Notice of closed or executive session will be given after the commencement of the meeting covered by this notice.

Should any final action, decision or vote be required in the opinion of the Civil Service Commission with regard to any item discussed during the closed meeting, then such final action, decision or vote shall be made during the open meeting covered by this notice upon the reconvening of the public meeting pursuant to Section 551.102 Government Code V.T.C.S.

In compliance with Section 551.041 et seq. of the Texas Government Code V.T.C.S. (Open Meetings Act), notice is hereby given that the Civil Service Commission will meet at the time and place indicated to consider and act upon the following:

1. CALL TO ORDER:

A) Roll call and possible action on the excusing of any absent member.

2. PUBLIC TESTIMONY: *(Ordinance No. O-2019-45). A person intending on addressing the governing body may speak at a scheduled meeting of the governing body following registration with the presiding clerk and prior to the scheduled meeting. A registered speaker may speak only on items on the agenda and may not exceed 1.5 minutes when addressing the board regarding an agenda item. A registered speaker may not donate time to another speaker. A sign-in form for public testimony shall be promulgated by the presiding clerk and be made available at the city clerk's office. A person may sign up for public testimony beginning at the time the agenda is posted for the meeting. A person may not sign up later than one hour before the posted meeting is scheduled to begin. No registered speaker may be allowed to speak regarding an item once the public testimony portion of the agenda has ended.*

3. REGULAR AGENDA - OPEN SESSION:

A) Approval of minutes for Tuesday, February 28, 2023. **This item supports SG - Sound Governance and Fiscal Sustainability.**

B) Consideration and Action, if any, approving and accepting the raw and final scores from the entry level exam administered for Firefighter for the Fire Department on Saturday, April 29, 2023. **This item supports SSC - Safe and Secure Community.** (HR)

C) Consideration and Action, if any, approving and accepting the eligibility list created from the entry level exam administered for Firefighter for the Fire Department on Saturday, April 29, 2023. **This item supports SSC - Safe and Secure Community.** (HR)

D) Consideration and Action regarding the appointment of a three-member panel to examine Pharr Fire fighter Rudy Hernandez and determine the employee's fitness for duty, pursuant to Section 143.081(d) Tex. Loc. Gov't Code. **This item supports SSC - Safe and Secure Community.** (HR)

E) Consideration and Action regarding the appeal by Oscar Moreno of the indefinite suspension issued by Fire Chief Rodriguez. **This item supports SSC - Safe and Secure Community.** (HR)

4. ADMINISTRATIVE REPORTS.

5. CIVIL SERVICE DIRECTORS REPORTS.

6. CIVIL SERVICE COMMENTS.

7. CLOSED SESSION: *In accordance with Chapter 551 of the Texas Gov't. Code, the Civil Service Board of Commissioners hereby gives notice that it may meet in closed session to discuss the items listed on the public portion of the meeting agenda, in accordance with the following below:*

Pursuant to Section 551.071, the Commission may convene in a closed, non-public meeting with its attorney and discuss any matters related to **legal advice on pending or contemplated litigation, settlement offer, and/or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.074, the Commission may convene in a closed, non-public meeting to discuss any matters related to **appointment, employment, evaluation, reassignment, duties and discipline or dismissal of a public officer or employee and to hear any complaints or charges against an officer or employee.** The City and its attorney may also discuss such issues with the appropriate staff including members so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.076, the Commission may convene in a closed, non-public meeting to discuss any matters on the **deployment, or specific occasions for implementation, of security personnel or devices.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.084, the Commission may convene in a closed, non-public meeting to discuss any matters involving an **investigation and may exclude a witness from hearing during the examination of another witness in the investigation.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information

AGENDA SPECIAL CALLED MEETING
May 5, 2023

so that such discussion is informative and developed.

8. RECONVENE into open session and consider action, if necessary, on any item(s) discussed in closed session.

9. ADJOURNMENT.

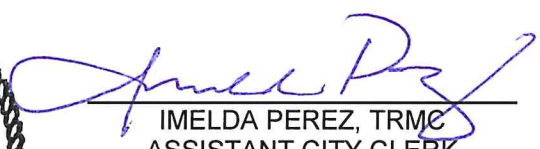
NOTICE OF ASSISTANCE AT THE PUBLIC MEETING

City Hall is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made 48 hours prior to this meeting. Please contact the City Clerk's Office at 956/402-4100 ext. 1016/1007 or FAX 956/702-5313 or E-mail hilda.pedraza@pharr-tx.gov or imelda.barrera@pharr-tx.gov for further information. Braille is not available.

I, the undersigned authority, do hereby certify that the above notice of said Regular Meeting of the Civil Service Commission of the City of Pharr was posted on the bulletin board at City Hall and on the City's web page at www.pharr-tx.gov. This Notice was posted on the 1st day of May 2023 at 5:00 p.m. and will remain posted continuously for at least 72 hours preceding the scheduled time of said Meeting, in compliance with Chapter 551 of the Government Code, Vernon's Texas Codes, Annotated (Open Meetings Act).

WITNESS MY HAND AND SEAL, this 1st day of May 2023




IMELDA PEREZ, TRMC
ASSISTANT CITY CLERK

CIVIL SERVICE COMMISSION MINUTES

The Civil Service Commission met in a Regular Called Meeting on Tuesday, February 28, 2023, at the Commissioners' Room located at 118 South Cage Blvd., 2nd Floor, Pharr, Texas. The following is the record of attendance.

MEMBERS PRESENT: Chairperson, Dolores Rodriguez
Vice-Chairperson, Mario Lizcano
Board Member, Vittorio Puente

STAFF PRESENT: Bea Fuentes, Civil Service / HR Specialist
Pilar Rodriguez, Fire Chief
Juan F. Gonzalez, Acting Police Chief

ITEM 1 CALL MEETING TO ORDER

- (A) **ROLL CALL AND POSSIBLE ACTION ON THE EXCUSING OF ANY ABSENT MEMBER OF THE CIVIL SERVICE COMMISSION**
Chairperson Rodriguez called the meeting to order at 9:00 a.m. Roll call established a quorum.

ITEM 2 PUBLIC TESTIMONY

There were no comments from the public.

ITEM 3 REGULAR AGENDA

- (A) **APPROVAL OF MINUTES FOR TUESDAY, JANUARY 31, 2023.**
Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to approve minutes as submitted. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (B) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE RAW AND FINAL SCORES FROM THE PROMOTIONAL EXAM ADMINISTERED FOR ENGINEER FOR THE FIRE DEPARTMENT ON FRIDAY, FEBRUARY 24, 2023.**
Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to proceed with the approval of scores as recommended. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (C) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM ADMINISTERED FOR ENGINEER FOR THE FIRE DEPARTMENT ON FRIDAY, FEBRUARY 24, 2023.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to proceed with the recommendation. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (D) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE RAW AND FINAL SCORES FROM THE PROMOTIONAL EXAM ADMINISTERED FOR LIEUTENANT FOR THE FIRE DEPARTMENT ON FRIDAY, FEBRUARY 24, 2023.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to proceed with the recommendation. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (E) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM ADMINISTERED FOR LIEUTENANT FOR THE FIRE DEPARTMENT ON FRIDAY, FEBRUARY 24, 2023.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to proceed with the recommendation. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (F) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE RAW AND FINAL SCORES FROM THE PROMOTIONAL EXAM ADMINISTERED FOR SERGEANT FOR THE POLICE DEPARTMENT ON MONDAY, FEBRUARY 27, 2023.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano **moved** to proceed with the recommendation. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (G) **CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM ADMINISTERED FOR SERGEANT FOR THE POLICE DEPARTMENT ON MONDAY, FEBRUARY 27, 2023.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano moved to proceed with the recommendation. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

- (H) **CONSIDERATION AND ACTION ON FIRE CHIEF RODRIGUEZ' REQUEST FOR FITNESS FOR DUTY EVALUATION OF LIEUTENANT RUDY D. HERNANDEZ UNDER THE TEXAS LOCAL GOVERNMENT CODE SECTION 143.081.**

Chairperson Rodriguez introduced the item.

Board Member Puente moved to proceed with the recommendation. Vice-Chairperson Lizcano seconded the motion and when put to a vote, it carried unanimously.

ITEM 4. ADMINISTRATIVE REPORTS (PD AND FD)

Chairperson Rodriguez introduced the item.

Fire Chief Rodriguez reported on the results from the promotional exams for Engineer/Inspector and Lieutenant, promotions will start 3/1/23.

Act. Police Chief Gonzalez reported on the eligibility list created for Sergeant from the promo testing should a vacancy become available. Chief Gonzalez also spoke about the upcoming events "Badge of Youth", "Community Police Academy" and the workshop training collaborating with District Attorney and Pharr PD.

ITEM 5. CIVIL SERVICE DIRECTORS REPORT

Chairperson Rodriguez introduced the item.

None

ITEM 6. CIVIL SERVICE COMMISSION COMMENTS

Chairperson Rodriguez introduced the item.

None

**CIVIL SERVICE COMMISSION
TUESDAY, FEBRUARY 28, 2023**

ITEM 7. **CLOSED SESSION:** In accordance with Chapter 551 of the Texas Gov't. Code, the Civil Service Board of Commissioners hereby gives notice that it may meet in executive session to discuss the items listed on the public portion of the meeting agenda, including items 3 in accordance with the following below:

Pursuant to Section 551.071, the Commission may convene in a closed, non-public meeting with its attorney and discuss any matters related to legal advice on pending or contemplated litigation, settlement offer, and/or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter. The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.074, the Commission may convene in a closed, non-public meeting to discuss any matters related to appointment, employment, evaluation, reassignment, duties and discipline or dismissal of a public officer or employee and to hear any complaints or charges against an officer or employee. The City and its attorney may also discuss such issues with the appropriate staff including members so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.076, the Commission may convene in a closed, non-public meeting to discuss any matters on the deployment, or specific occasions for implementation, of security personnel or devices. The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.084, the Commission may convene in a closed, non-public meeting to discuss any matters involving an investigation and may exclude a witness from hearing during the examination of another witness in the investigation. The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

The time being _____am/pm, Chairperson Rodriguez stated the commission would be entering a closed session.

ITEM 8 ADJOURNMENT

There being no further business to come before, Vice-Chairperson Lizcano **moved** to adjourn. It was seconded by Board Member Puente and when put to a vote the motion carried unanimously. Meeting adjourned at 9:16 am.

Chairperson Dolores Rodriguez

Vice-Chairperson Mario Lizcano

Board Member Vittorio Puente

APPROVED: _____



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.B.

DATE SUBMITTED: April 27, 2023

MEETING DATE: May 5, 2023

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the raw and final scores from the entry level exam administered for Firefighter for the Fire Department on Saturday, April 29, 2023. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue: The Fire Department has 3 vacant positions and has exhausted their eligibility list.

Fiscal Consideration:

Staff Recommendation: Approval of scores as submitted.

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

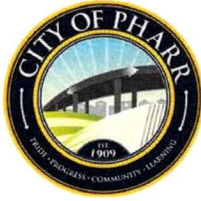
Anali Alanis

Patricia Rigney

Created/Initiated - 4/27/2023

Approved - 4/27/2023

Final Approval - 4/27/2023



Pharr

Human Resources



	Social Sec.	Raw	Final		Social Sec.	Raw	Final
1	6954	95	95	29	4587	84	84
2	1721	93	93	30	8064	84	84
3	7836	93	93	31	1082	84	84
4	7296	92	92	32	3881	83	83
5	8948	87	92	33	5005	78	83
6	3927	91	91	34	7923	82	82
7	4725	91	91	35	5654	82	82
8	6006	91	91	36	5896	82	82
9	1110	90	90	37	7199	82	82
10	1517	90	90	38	2490	81	81
11	1250	89	89	39	9812	79	79
12	2861	89	89	40	7172	79	79
13	7686	89	89	41	4883	79	79
14	2648	84	89	42	5065	77	77
15	6513	88	88	43	8994	77	77
16	2611	88	88	44	5945	75	75
17	2121	86	86	45	7444	66	66
18	4592	86	86	46	3413	63	63
19	8404	86	86	47	5192	63	63
20	8568	86	86	48	0756	62	62
21	3695	86	86	49	9399	62	62
22	3277	86	86	50	0907	61	61
23	7133	85	85	51	2728	60	60
24	2779	85	85	52	5939	55	55
25	5212	85	85	53	5977	53	53
26	6923	85	85	54	3901	34	34
27	7961	85	85	55	8156	20	20
28	1763	85	85				

This is a result of the entry-level exam administered for Fire Fighter on
Saturday, April 29, 2023.

Anali Alanis
Interim City Manager / Civil Service Director



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.C.

DATE SUBMITTED: April 27, 2023

MEETING DATE: May 5, 2023

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the eligibility list created from the entry level exam administered for Firefighter for the Fire Department on Saturday, April 29, 2023. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue: The Fire Department currently has 3 vacancies and has exhausted their eligibility list.

Fiscal Consideration:

Staff Recommendation:

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

Anali Alanis

Patricia Rigney

Created/Initiated - 4/27/2023

Approved - 4/27/2023

Final Approval - 4/27/2023



Pharr

Human Resources



1	RODRIGUEZ	DAMIAN	J
2	ESQUIVEL	MONICA	
3	ROSALES	AARON	K
4	SILVA	ERIC	J
5	GUTIERREZ	MICHAEL	K
6	GARCIA	ERIC	A
7	GARZA	NEIKOLEZ	A
8	BAZAN	NICHOLAS	
9	LEANDRO	NICOLAS	
10	ESPARZA	ALEXIS	
11	CHAPA	BRANDON	A
12	ELIZONDO	RAMIRO	
13	PRICE	GAVIN	J
14	TORRES	ANGEL	A
15	MARES	ISAAC	
16	GARZA	DAVID	
17	ROSILLO	JESUS	R
18	SALINAS	AMANDO	J
19	RODRIGUEZ	ROBERT	B
20	BULTHUIS	RYAN	M
21	ROJAS	ALEXIS	
22	ARELLANO	APRIL	V

23	STARKEY	KYLE	R
24	MENA	VICTOR	M
25	HEYMAN	MARC	H
26	EGUIA	JUAN	
27	DOMINGUEZ	DIEGO	
28	FLORES	LUIS	S
29	LOZANOSERRANO	DAVID	
30	REYNA	MIGUEL	A
31	RAMIREZ	RAUL	
32	ORANDAY	LEROY	
33	PEREZ	FERNANDO	D
34	CASTRO	HURLEY	
35	ALONZO	LUIS	J
36	MARTINEZ	MATTHEW	L
37	ARISPE	GABRIEL	R
38	RODRIGUEZ	RAUL	A
39	THOMPSONJOHN	ADETUNJI	S
40	BRAVO	JOSE	
41	CELIS	ANTHONY	S
42	RAMIREZ	JOHNATHO	
43	HERRERA	YAIHR	A
44	ESTEVIS	DIMAS	M

The eligibility list created for the rank of **Fire Fighter** from the entry level exam held **Saturday, April 29, 2023**, will remain in effect for a period of (1) one year or until exhausted, whichever date comes first.

APPROVED AND CERTIFIED BY THE CIVIL SERVICE COMMISSION ON FRIDAY, MAY 5, 2023.
POSTED: FRIDAY, MAY 5, 2023.

Anali Alanis, Interim City Manager / Civil Service Director



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.D.

DATE SUBMITTED: April 27, 2023

MEETING DATE: May 5, 2023

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action regarding the appointment of a three-member panel to examine Pharr Fire fighter Rudy Hernandez and determine the employee's fitness for duty, pursuant to Section 143.081(d) Tex. Loc. Gov't Code. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue: Requesting the approval for the appointment of a three-member panel to examine Pharr Fire fighter Rudy Hernandez and determine the employee's fitness for duty, pursuant to Section 143.081(d) Tex. Loc. Gov't Code.

Fiscal Consideration:

Staff Recommendation: Approval regarding the appointment of a three-member panel to examine Pharr Fire fighter Rudy Hernandez and determine the employee's fitness for duty, pursuant to Section 143.081(d) Tex. Loc. Gov't Code.

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

Anali Alanis

Patricia Rigney

Created/Initiated - 4/27/2023

Approved - 4/27/2023

Final Approval - 4/27/2023



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.E.

DATE SUBMITTED: May 1, 2023

MEETING DATE: May 5, 2023

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action regarding the appeal by Oscar Moreno of the indefinite suspension issued by Fire Chief Rodriguez. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue: Consideration and Action regarding the appeal by Oscar Moreno of the indefinite suspension issued by Fire Chief Rodriguez.

Fiscal Consideration:

Staff Recommendation:

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

Anali Alanis

Patricia Rigney

Created/Initiated - 5/1/2023

Approved - 5/1/2023

Final Approval - 5/1/2023